



*Horizon Europe*

# Strategy for Gender Equality 2021 – 2026



FRIEDRICH-SCHILLER-  
UNIVERSITÄT  
JENA

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## PREFACE

The Friedrich Schiller University Jena appreciates the systematic and sustainable advancement of gender equality as a guiding principle of its actions and decisions. The core objective is to ensure equal opportunities for people of each gender in terms of full and equal access, participation, and the development of their individual potential in university education and employment according to their qualifications and in line with the university's provisions and opportunities.

The University's commitment to gender equality, diversity, and non-discrimination is an express part of the University's philosophy and profile and is enshrined in its Constitution and Mission Statement.

During the last decade, a range of structures, processes, and measures for the promotion of gender equality in the organization was gradually established and periodically subjected to evidence-based review and further development as part of the University's Strategy for Gender Equality.

This approach has so far proved to be a strong foundation for the advancement of gender equality in the organization. Some important improvements have been achieved to date, but the University continues to face multiple challenges. Any need for further action will be regularly determined through monitoring and addressed as part of strategic follow-up measures in the years ahead.

The present documentation of the Strategy for Gender Equality 2021–2026 is compiled according to the Horizon Europe Guidance on Gender Equality Plans.

Jena, December 2021



Prof. Dr Uwe Cantner

*(Vice-President for Young Researchers and Diversity Management)*



## 1. FRAMEWORK

The Friedrich Schiller University Jena (U Jena) was founded in 1548. Today, it is structured as a university covering all disciplines, divided into ten faculties with more than 200 study programmes and 17,917 students, 56.2% of whom are female (as of the winter semester 2021/2022).

As part of society and with awareness of its social impact, U Jena conceives itself as a critical, self-reflective, quality-conscious, and responsible educational, research and employment institution. In particular, the advancement of gender equality is appreciated as a basic responsibility and task for both a democratic and viable university and society. U Jena values the realization of gender equality as a criterion of excellence and for the essential enrichment of university life and work, since the constructive interplay of heterogeneous perspectives, competencies, and experience in studies, research, and administration holds the potential for the innovative and sustainable handling of current issues and solutions. This understanding guides U Jena's actions and decisions.

The University explicitly professes its commitment to gender equality, diversity, and the protection of all university members against any form of discrimination in its Constitution and its Mission Statement. It recognizes its triple responsibility for contributing to the generation of gender- and equality-related knowledge, developing a consistent gender-appropriate university culture, and qualifying its graduates and personnel for the gender-appropriate performance of leadership positions in science, society, and the economy.

### 1.1 STRATEGY IMPLEMENTATION AND DEVELOPMENT

The Friedrich Schiller University Jena established initial measures and collaborations for the promotion of equality between men and women as well as for the reconciliation of family care obligations with studies and work in around 2008.

In 2011, the Senate approved a fundamental concept to introduce gender mainstreaming at U Jena and transferred responsibility for strategic management to the Vice-President of Young Researchers and Diversity Management.

On this basis, U Jena set up suitable structures to implement gender mainstreaming as a management and cross-sectional task, provided human and material resources for the implementation, and developed a coherent Strategy for Gender Equality with a finely tuned system for gender monitoring in 2012. Subsequently, strategic measures were successively introduced.

The Strategy for Gender Equality is regularly reviewed by means of monitoring, analysis of feedback from university management, students, and staff, and by external evaluations. With the help of this information, it is constantly further developed in an evidence-based manner. Tried and tested measures are continued to further release their effects. Where a need for action is identified, measures are readjusted and/or new objectives and measures are developed.

The focal points of our work in recent years have been:

- to continue and optimize quality management and evidence-based further development of the University's Strategy for Gender Equality;

- to further systematically integrate gender equality issues in the development, amendment or expansion of university concepts and processes which are relevant for the organization, studies, and human resources development;
- to expand the support services for those areas and career phases in which women are underrepresented, with a focus on transitional and decision-making phases in academic careers;
- to consequently integrate gender equality as a cross-cutting dimension in the University's diversity strategy;
- to deal in depth with the issue of (anti-)discrimination in university studies and work and promoting awareness of the issue among university members;
- to relaunch the VPYRDM-run web portal 'fair.miteinander' ('fair.together'), presenting information on gender equality, diversity, and anti-discrimination; and to relaunch the Gender Equality Office's websites;
- to provide easily accessible information for researchers on gender and diversity in research on the web portal 'fair.miteinander' and to explore suitable formats for information, training, and advice for the integration of gender and diversity in research projects.

On this basis, it has been possible to markedly advance gender equality at the University in the course of recent years. The results of external evaluations confirm that the University is on the right track by pursuing its quality strategy:

- The award 'Gleichstellung: Ausgezeichnet!' ('Gender Equality: Excellent!') was obtained for U Jena's Strategy for Gender Equality for the academic sector in 2018 (timeline: 2019–2024), which was submitted in 2018 as part of the proposal for funding in the 'Female Professor Programme of the Federation and the Länder' ('Professorinnenprogramm des Bundes und der Länder III').
- The Total E-Quality Sustainability Award for Equal Opportunities (2021–2024) was attained for the fifth successful consecutive presentation of U Jena's gender equality policies and work.
- Ranking among the top 15% of German universities was achieved in the nationwide 'Ranking of higher education institutions by gender aspects 2021.'

## 1.2 STRUCTURES FOR THE PROMOTION OF GENDER EQUALITY

Equality management is organized as a management and cross-sectional task. The responsibilities for strategic steering and control, advocacy, and implementation of measures are placed in different central and decentralized structures. The units in charge are connected horizontally and vertically by cooperation structures as well as by personnel links. This concept ensures information transparency, supports cross-sectional cooperation and synergies, and promotes an understanding of equality as a university-wide task. So far, the established structures of gender equality management have proven to be viable foundations for systematic organizational development oriented to gender equality.

Box 1 sets out the responsibilities and cooperation structures established at U Jena to promote the development of gender equality.

**BOX 1: Established responsibilities and cooperation structures**

**RESPONSIBILITIES**

Vice-president for Young Researchers and Diversity Management (VPYRDM)	<ul style="list-style-type: none"> <li>▪ Overall responsibility, cross-sectional strategy development, and quality management in the areas of gender equality, family friendliness, diversity, (anti-)discrimination, and intersectionality</li> <li>▪ Coordinating and chairing the central strategical cooperation structures</li> <li>▪ Development and implementation of central measures, gender consultation of research applicants, faculties, and sections</li> <li>▪ Advice for deans, head of divisions, and sections on strategic and operational issues</li> <li>▪ ‘Gender consulting’ researchers, especially for applications for research network funding</li> </ul>
	<p>Offices:</p> <ul style="list-style-type: none"> <li>▪ Dedicated division at the office of the VPYRDM</li> <li>▪ Family office ‘JUni Familie’ (FO)</li> </ul>
Deans, heads of divisions, and sections	<ul style="list-style-type: none"> <li>▪ Strategy development</li> <li>▪ Implementation of measures in their responsibility</li> </ul>
University equal opportunity officer (UEOO), with deputy	<ul style="list-style-type: none"> <li>▪ Personal counselling for all university members on gender-equality related issues</li> <li>▪ Contact point in case of sexual discrimination, harassment, and violence</li> <li>▪ Representation of gender equality interests in all steering and selection committees</li> </ul>
	Office: Gender Equality Office (GEO)
University diversity officer (DO), with deputy	<ul style="list-style-type: none"> <li>▪ Personal counselling on issues of diversity, intersectionality, and non-discrimination</li> <li>▪ Representation of interests</li> </ul>
	Office: Diversity Office
Equal opportunity officers of the faculties, students, technology, and administration	<ul style="list-style-type: none"> <li>▪ Personal counselling of members of their faculty and/or their target groups on gender equality-related issues</li> <li>▪ Representation of gender equality interests in their responsibility</li> </ul>

**STRUCTURES FOR GENDER EQUALITY-RELATED COOPERATION**

Strategic Steering Group Gender Equality (StSG)	<ul style="list-style-type: none"> <li>▪ Chair: Vice-President for Young Researchers and Diversity Management (VPYRDM)</li> <li>▪ Members: members of the Executive Board, the heads of the divisions ‘student affairs,’ ‘human resources,’ ‘office for academic appointments,’ ‘office of resource management and reporting,’ the university equal opportunity officer, and two representatives of the ten faculties</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Mission: to facilitate mutual cross-sectional information and consulting on current gender equality issues as well as the implementation of measures in the sections</li> <li>▪ Frequency: one meeting per semester</li> </ul>
	<p>StSG expansion to adequately consider intersectional discourse: Strategic Steering Group Diversity (StSD)</p> <ul style="list-style-type: none"> <li>▪ Chaired by the Vice-President for Young Researchers and Diversity Management (VPYRDM)</li> <li>▪ Structurally analogous to the StSG</li> <li>▪ Members additional to StSG: university diversity officer, head of the International Office, inclusion representative, and representative for employees with disabilities</li> <li>▪ Frequency: one meeting per semester</li> </ul>
Gender Equality Forum of the Deans	<ul style="list-style-type: none"> <li>▪ Chair: the representatives of the faculties in the Strategic Steering Group Gender Equality</li> <li>▪ Members: deans</li> <li>▪ Mission: cross-departmental and cross-level information and consulting on current gender equality issues</li> <li>▪ Permanent guests: VPYRDM, UEEO, and DO</li> <li>▪ Frequency: needs-based meetings</li> </ul>
Jour Fixe on Equal Opportunities	<ul style="list-style-type: none"> <li>▪ Chair: VPYRDM</li> <li>▪ Members: offices of VPYRDM, UEEO, and DO</li> <li>▪ Mission: information exchange and counselling on current gender equality project and problem areas</li> <li>▪ Frequency: two meetings per semester</li> </ul>
Equal Opportunities Advisory Committee	<ul style="list-style-type: none"> <li>▪ Chair: UEEO</li> <li>▪ Members: EOs of faculties, students, technology, and administration</li> <li>▪ Mission: to support the UEEO with their work in the departments and service units</li> <li>▪ Frequency: one meeting per semester</li> </ul>
Technical Exchange Forum	<ul style="list-style-type: none"> <li>▪ Chair: diversity officer (DO)</li> <li>▪ Members: representatives of all contact points for the counselling of students and employees at the University (service points, ombudspersons, and advocacy groups)</li> <li>▪ Mission: to improve information and experience exchange, and to coordinate support structures</li> </ul>
Thuringian Equality Competence Network ('Thüringer Kompetenznetzwerk Gleichstellung,' TKG)	<ul style="list-style-type: none"> <li>▪ Joint organization of the Thuringian universities to support and coordinate their gender-related activities and cooperation</li> <li>▪ The TKG office is affiliated with the office of the Vice-President of Young Researchers and Diversity Management</li> </ul>

Final decisions on key gender equality issues are taken by the University's Senate (central level) and the Faculty Councils (decentralized level) and are reviewed by the University Supervisory Board.



## 2. STRATEGY FOR GENDER EQUALITY 2021–2026

Based on this institutional framework, the Strategy for Gender Equality refers to the core university fields of action. The overarching objectives are to realize:

- gender-equitable access, participation and evaluation conditions for students and employees; due to the underrepresentation of women in various areas and levels of science, the integration and career advancement of women is actively pursued;
- equal opportunities in the development of potential for all genders;
- a successful reconciliation of studies, scientific qualification, and professional life with family obligations.

These general objectives are differentiated into strategic objectives for the various fields of action.

This documentation of U Jena's Strategy for Gender Equality is compiled with a focus on the thematic areas stipulated by the Horizon Europe Guidance for Gender Equality Plans.

### 2.1 LIST OF STRATEGIC OBJECTIVES

The University pursues the following strategic objectives in each thematic area:

#### Thematic area O: **Organization culture and development**

- O 1: Promotion of a gender-appropriate university culture
- O 2: Generating knowledge on gender equality in diversity contexts at U Jena (intersectionality)
- O 3: Evidence-based strategy development

#### Thematic area W: **Reconciliation of studies and work with family responsibilities** (**Work-life balance**)

- W 1: Reliable support structures and offers for students, young researchers, and staff with family responsibilities
- W 2: Reconciliation of studies and family care responsibilities
- W 3: Reconciliation of work (including scientific qualification) and family care responsibilities

#### Thematic area L: **Gender balance in leadership and decision-making**

- L 1: Increasing the share of female professors in steering committees
- L 2: Skill development in (executive) management and counselling

#### Thematic area HRD: **Gender equality in recruitment and career progression**

- HRD 1: Sustainable conceptual foundation of gender-appropriate career advancement
- HRD 1: Advancement of equal opportunities in personnel recruitment and staffing
- HRD 2: Gender-sensitive career advancement

Thematic area RT: **Gender dimension in research and teaching**

- RT 1: Promotion of the scientific independence and visibility of young female researchers
- RT 2: 'Gendered innovations'
- RT 3: Increase of the share of females in STEM studies (where underrepresented)
- RT 4: Gender-equitable academic promotion
- RT 5: Advancement of gender-appropriate academic teaching and study programme design
- RT 6: Integration of gender issues in teaching content

Thematic area D: **Protection against any form of discrimination, harassment, and violence**

- D 1: Public declaration and dissemination of the University's stance
- D 2: Prevention
- D 3: Amendment of consulting and complaint management in cases of any discrimination, harassment, and violence
- D 4: Knowledge and skill development

## **2.2 MATRICES OF OBJECTIVES, STRATEGIES, AND MEASURES**

The above-mentioned strategic objectives are each linked to appropriate strategies and compatible measures. Matrices present these relations of objectives, strategies, and measures and provide information on the responsibilities and timelines for implementation.

## 2.2.1 THEMATIC AREA O: ORGANIZATION CULTURE AND DEVELOPMENT

### Objective O 1: Promotion of a gender-appropriate university culture

Strategies	Measures	Responsibility	Put into practice	Timeline
Self-commitment	The Senate's resolution for the implementation of gender mainstreaming, initiating a successive integration of gender equality in U Jena's concepts, processes, and structures	Senate	2011	ongoing
	Constitution of U Jena: explicit commitment to the promotion of gender equality, diversity, and non-discrimination		2019	
	Mission Statement of U Jena: explicit commitment to the promotion of gender equality, diversity, and non-discrimination		2021	
	Performance agreement comprises monetarily underpinned gender equality objectives (current version 2021–2025)		2016	2025
	Regular forward projection of the Equality Plan ('Gleichstellungsplan,' GEP) for staff development as part of U Jena's Structure and Development Plan (current version: 2020–2026)			2026
	Charter 'Family on Campus' ('Familie in der Hochschule')	Executive Board	2013	ongoing
'Charter for Diversity in the Working Environment' ('Charta der Vielfalt – Für Vielfalt in der Arbeitswelt')	2019			
Sensitization through a range of information, training, and incentives	Website-relaunch: website 'fair.miteinander' (located on U Jena's web portal) with information on U Jena's stance, contact points, events, and support measures to promote gender equality, diversity, and non-discrimination in the organization	VPYRDM	2020	ongoing
	Relaunch of the Equal Opportunities Office's website, including information on the Equal Opportunities Advisory Committee	UEOO	2020	ongoing
	Regular theme-based events with offers for gender equality-related information and discussion for all students and staff members on the occasion of the annual events: (a) International Women's Day, (b) German Diversity Day, (c) 'Respekt!' topic week	VPYRDM, UEOO, and DO		ongoing
	Provision of central resources for the faculties for the organization of events to promote gender equality awareness	VPYRDM and faculties	2017	currently: 2021
Gender-appropriate addressing, presentation, and visibility of women at U Jena	Executive Board's recommendations on the use of gender-appropriate language in U Jena's official documents and publications (2014, flyer 2017), current revision with a view to non-binary people			2023
	Trainings on the use of gender-appropriate and inclusive language in the scope of the qualification programme of the department for human resources development			2022
	Largely balanced representation of men and women on web portal photos	C&M	2015	ongoing
	Website: 'Women in Science' with portraits of U Jena's female professors (voluntary participation), with periodical updating (relaunch of the 2011 project)	VPYRDM	2021	ongoing
	Agreement to participate in a research project at TUM Munich on balanced and non-discriminatory coverage of women at universities (in case of project approval)		---	2022-24

## Objective 0 2: Generating knowledge on gender equality in diversity contexts at U Jena (intersectionality)

Strategies	Measures	Responsibility	Put into practice	Timeline
Strategic coordination	Integration of sex, gender, and gender equality topics as a cross-cutting issue in U Jena's diversity strategy	VPYRDM	2017	ongoing
Cooperation	Regular joint working discussions ('Jour Fixe') of VPYRDM, UE00, and UDO		2020	
GIA	Gender impact assessment in diversity contexts at U Jena		---	2024/25

## Objective 0 3: Evidence-based strategy development

Strategies	Measures	Responsibility	Put into practice	Timeline
Monitoring	In-process monitoring of strategy implementation and gender equality performance, with periodic monitoring reports	VPYRDM	2012	ongoing
Participation in external evaluations	Evaluation of the University's strategy development and gender equality performance by the expert panel of the 'Female Professor Programme of the Federation and the Länder' ('Professorinnenprogramm des Bundes und der Länder') (every 5 years)	VPYRDM	2008	currently: 2019–24
	Total E-Quality Award (every 3 years), in 2021 with an achievement award for sustainability in gender equality for U Jena	VPYRDM	2008	currently: 2021–24
	Total E-Quality Award, certificate 'Diversity'	VPYRDM	---	2021
	Certificate 'Jena Family Award' ('Jenaer Familiensiegel'), evaluation of the state of U Jena's family-friendliness with respect to study and work (every 2 years)	VPYRDM and DHR	2019	currently: 2021–23

## 2.2.2 THEMATIC AREA W: RECONCILIATION OF STUDIES AND WORK WITH FAMILY RESPONSIBILITIES (WORK-LIFE BALANCE)

### Objective W 1: Reliable support structures and offers for students, young researchers, and staff with family responsibilities

Strategies	Measures	Responsibility	Put into practice	Timeline
Strengthening childcare infrastructure	Founding membership of the 'Jena Alliance for Family' ('Jenaer Bündnis für Familie') to sustainably improve the municipal childcare infrastructure, since 2017 the VPYRDM serves as chair of the Alliance's Board of Trustees	VPYRDM	2006/2017	ongoing
	Cooperation with the student union 'Studierendenwerk', providing 4 day-care centres in Jena for children of student parents, (in some cases from the age of 6 months)	VPYRDM and DSA	1991	
	On-campus nursing and baby changing areas		2008	
	Flexible on-campus childcare facility 'JUniKinder' for children (from the age of 3 months) of students, staff members, and guests of U Jena, run in cooperation with the 'Thuringian Student Union' ('Studierendenwerk Thüringen')		2008	
	Childcare opportunities during scientific events	FO	2008	

	Cooperation agreement between U Jena and the 'Centre for Families and Single Parents' ('Zentrum für Familien und Alleinerziehende e.V.') in Jena – for hourly and daily care of children of any age, babysitting, and emergency care		2017	
	Equipment for flexible on-campus childcare in cases of acute childcare gaps (KidsBox and backpacks with toys)			
Information and counselling	On-campus family office 'JUni Familie' – contact point for all university members with family obligations (run in cooperation with 'Studierendenwerk Thüringen'), providing online and personal information and counselling on all issues related to the reconciliation of family and care responsibilities (for children and dependants) with studying and working at U Jena	DHR and DSA	2011	
	Training of the head of FO regarding caring for dependents	FO	2017	
Family-friendly environment	<ul style="list-style-type: none"> <li>– 'Kinderuni', series of talks for children on scientific issues during the semesters (Communication and Marketing)</li> <li>– Events for all university members and their families for fun networking, e.g. family brunches, 'Familieninfocafés' etc. (Family Office)</li> <li>– Sport courses for children and families (University Sports Department)</li> <li>– Drawing competition for children (Family Office)</li> <li>– Lecture courses on family care issues (Family Office)</li> </ul>	Heads of sections		
Dual career support	Dual Career Service for newly appointed professors and their partners	OAA	2008	
	Dual Career Service for visiting scientists and scholars	IO	2017	

## Objective W 2: Reconciliation of studies and family care responsibilities

Strategy	Measures	Responsibility	Put into practice	Timeline
Flexibilization of studies	Matriculation registrations (current version 2019)	VPLT	2001	ongoing
	§ 17: possibility for leaves of absence for students with family care responsibilities (maternity protection, parental leave, and family caregiver leave)			
	§ 09: possibility for (the change to) part-time study for students with family care responsibilities in various study programmes			
	The Senate's resolution to schedule compulsory and exam-related lectures only during the opening hours of child care facilities			
	Individual coordination of exam dates for studying parents with their maternity and/or parental leave and opening hours of child-care facilities		1994	
	Compensations for disadvantages of student parents during the coronavirus pandemic		2021	
Family support	Online information and personal counselling for students with care responsibilities by the family office 'JUniFamilie' and DSA	FO and DSA	2011	ongoing
	Personal social counselling for students with family care responsibilities in the family office (by DSA)		2011	ongoing
	Free lunch for children of students, baby changing rooms, play areas, microwaves, and high chairs for children (cooperation with DSA)	DSA	2008	ongoing

## Objective W 3: Reconciliation of work (including scientific qualification) and family care responsibilities

Strategy	Measures	Responsibility	Put into practice	Timeline
<b>Academic and non-academic staff (not including professors)</b>				
Transparency	Annual performance reviews: a review of the quality of a reconciliation of professional life and family life as well as possibilities for improving is an integral part of the following: <ul style="list-style-type: none"> <li>▪ Performance talks for non-academic employees</li> <li>▪ Status talks for doctoral candidates</li> </ul>	Superiors	2016, revision 2020	ongoing

	<ul style="list-style-type: none"> <li>▪ Career talks for postdoctoral researchers</li> </ul>			
	Training for superiors for conducting annual performance reviews, developed within the network 'Family on Campus' ('Familie in der Hochschule') in cooperation with the universities of Tübingen and Konstanz	DHR	2018	
	Development of a guideline for a special 'Family on Campus' career talk between employees and superiors on the occasion of an employee's upcoming maternal or parental leave or a family care period. The guideline aims to create mutual transparency and security with regard to the successful planning of the employee's further work and career prospects.			2025
	Family office newsletter on current family/study/work-related issues		2011	ongoing
Flexibilization of working hours	Different options for part-time work: different extents of working hours, change from full-time to (temporary) part-time work upon consultation, with the possibility for a change back to full-time work within 5 years.		2001	ongoing
Integration	Offer of voluntary participation in professional training during parental leave or family care periods		2010	
<b>Non-academic staff</b>				
Flexibilization of the workplace	Service agreements on the following: <ul style="list-style-type: none"> <li>▪ A flexitime system</li> <li>▪ Alternating telework for non-academic staff (amendment 2020)</li> </ul>	DHR	2001 2017	ongoing
<b>Early career researchers</b>				
Regulation	Principles of the evaluation of the Graduate Academy's member institutes: the promotion of the reconciliation of a doctorate and family responsibilities constitutes an evaluation criterion for all doctoral programmes		2018	ongoing
Flexibilization	Option to request a suspension of the doctoral thesis work due to familial circumstances		2017	ongoing
	Option to continue thesis supervision during parental leave on the request of the doctoral candidate			
	Information, personal advice, and training workshops on the reconciliation of family responsibilities and scientific qualification are regular elements of the event 'Doctoral Candidate Day' ('Promovierendentag') for prospective doctoral candidates and of the qualification programme for young researchers		2008	ongoing
Funding	Short-term scholarships for completing the doctoral theses in case of work delays due to family responsibilities			ongoing
	Supplementary financing of parental leave for female young researchers in research projects funded by third parties		2008	ongoing
Coronavirus support	Coaching 'Coping with Corona, Career, & Childcare' for female early-career researchers with childcare responsibilities			2021/22
	Bridge and completion scholarships for young researchers with family responsibilities experiencing delays in work in doctoral or habilitation theses due to the coronavirus pandemic			2021/22
<b>Professoriate</b>				
Onboarding support	Support for the partners of newly appointed professors in looking for a new job in Jena through the Dual Career Service	OAA	2008	ongoing
	Review and optimization of the welcome and onboarding service for newly appointed female professors with families		--	2026

## 2.2.3 THEMATIC AREA: GENDER-BALANCE IN LEADERSHIP AND DECISION-MAKING

### Objective L 1: Increasing the share of female professors in steering committees

Strategy	Measures	Responsibility	Put into practice	Timeline
Transparency	Information on the members of all committees/boards available on U Jena's intranet	Chancellor	1995	ongoing
	Information on the proportion of men and women in committees in the periodic monitoring reports	VPYRDM	2012	
Gender quotas	Relative gender quota for elected bodies: correspondence between the proportion of female professors in committees and the (increasing) proportion of female professors in the structural unit	Heads of sections	2014	2026
	Fixed gender quota for appointments to committees: female proportion of 40%, notably among professors; deviations must be justified	Deans	2018	ongoing
Incentives	Pro-active addressing and encouragement of women to run for office by chairs and colleagues	Chairs	2015	
	Relief for professors for disproportionately high workload due to quota-related duties in appointments to committees	VPYRDM	---	2026
Coaching	Coaching for female professors with (new) committee assignments to prepare for the new duties and challenges	DHR	2020	ongoing

### Objective L 2: Skill development in (executive) management and counselling

Strategies	Measures	Responsibility	Put into Practice	Timeline
Training and supervision for EOs	'Starter Workshop' for all newly elected EOs at U Jena: introduction into the EO's functions, rights, and responsibilities (every 3 years after elections)	UEOO	2016	ongoing
	Regular training for EOs of all Thuringian universities on selected gender-related issues	TKG	2016	
	'Collegial consultation and supervision' for EOs on topical counselling issues, year groups with permanent members, open for EOs of all Thuringian universities	TKG	2018	
	Development of an e-learning course 'Fundamentals of Gender Equality Work' for EOs of all Thuringian universities	TKG	---	
Participation in cross-	President's membership in the General Assembly's Working Group on Research-Oriented Standards on Gender Equality (German Research Foundation, Deutsche Forschungsgemeinschaft DFG)	President	2008	ongoing

university topical networks for the thematic exchange of information and experience, training workshops, guest talks, and working groups	President's participation in the German Research Foundation's biannual workshops for university leaders on selected gender equality topics (on the basis of the self-reporting of the DFG universities in the reporting cycle on DFG-Research-Oriented Standards on Gender Equality)		2020	
	Vice-President's membership in the cross-university network 'Diversity of Vice-Presidents' (Netzwerk Diversity der Amtsinhaber:innen)	VPYRDM	2022	
	Membership in and hosting of the Thuringian Competence Network for Gender Equality (Thüringer Kompetenznetzwerk Gleichstellung)	UEOO and VPYRDM	2013	
	German-wide conference of University Women's and Equal Opportunity Commissioners (BuKoF)	VPYRDM	2000	
	Thuringian-wide conference of University Equal Opportunity Commissioners (LaKoG)	UEOO	1994	
	German-wide university network 'Gender Consulting in Research Alliances' (Gender Consulting in Forschungsverbänden)	VPYRDM	2021	
	German-wide network 'Gender Controlling at Universities'	VPYRDM	2014	
	Forum Mentoring e.V., Federal Association for Mentoring in Science (Bundesverband Mentoring in der Wissenschaft)	VPYRDM, GA	2014	
	German-wide network 'Diversity at Universities' (Netzwerk Diversity an Hochschulen)	VPYRDM	2019	
	German-wide network 'Anti-Discrimination at Universities' (Netzwerk Antidiskriminierung an Hochschulen)	VPYRDM	2020	
	German-wide network 'Family on Campus' (Familie in der Hochschule)	DHR	2008	
	Dual career networks: (a) Thuringia, coordinated by U Jena, (b) Central Germany, (c) Germany	DCS	2013	
Regular internal exchange and cooperation, with invited external expertise, when needed	Annual plus event-related information of the Senate and the University Supervisory Board on the current gender equality work by VPYRDM and UEEO	VPYRDM and UEEO	2012	
	'Strategic Steering-Group Gender Equality' (Strategische Steuerungsgruppe Gleichstellung)	VPYRDM	2012	
	'Gender Equality Forum of the Deans' (Gleichstellungsforum der Dekanate)	VPYRDM	2014	
	'Equal Opportunities Advisory Committee' (Gleichstellungsbeirat), regular meetings of the elected EOOs of the faculties, the students, and technology and administration, chaired by the UEEO	UEEO	1994	
	Working meetings of the offices of VPYRDM, UEEO, and DO	VPYRDM	2020	

## 2.2.4 THEMATIC AREA HRD: GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

### Objective HRD 1: Sustainable conceptual foundation of gender-appropriate career advancement

Strategy	Measures	Responsibility	Put into practice	Timeline
Integration of gender equality in HR concepts	General HR development concept: consideration of gender equality, family-friendliness, and diversity as both distinct spheres of activity and as cross-sectional tasks in all HR-relevant spheres of activity	DHR	2018	ongoing
	HR development concept for academic staff: consideration of gender equality, family-friendliness, and diversity as both distinct spheres of activity and as cross-sectional tasks in all HR-relevant spheres of activity	VPYRDM	2017	
	Appointment procedure regulation: candidate selection is based on the principle of identifying the very best candidate while taking into account defined gender equality standards in every stage of the process	President	2011, 2019	
	All orders and regulations for the promotion of doctoral candidates, e.g. 'Principles of the Evaluation of the Graduate Academy's Member Institutes': the promotion of gender equality and family-friendliness constitute evaluation criteria for all doctoral programmes	GA	2018	



## Objective HRD 2: Advancement of equal opportunities in personnel recruitment and staffing

Strategy	Measures	Responsibility	Put into practice	Timeline
<b>Academic and non-academic staff (not including professors)</b>				
Objectivization and standardization of staff selection processes	Guideline for personnel selection and staffing including rules, leaflets, and tools to standardize and objectify the recruitment process and observe equal opportunities at each stage, ranging from a gender-sensitive definition of job profiles to staff onboarding	DHR	2020 (amendment)	ongoing
	In case of the equally excellent qualification of two candidates for a position, the member of the underrepresented gender in the department is to be selected according to the Thuringian Equal Treatment Act		2013	
	Right of all EOOs to comment on all recruitment decisions (cross-status and cross-division (according to the Thuringian University Act, ThürHG, § 5)	UEOO	2013	
	Staff Representative Council's right to participate in all job interviews to ensure equal opportunities	SRC	2020	
Unconscious bias training	Trainings on unconscious bias in staff recruitment for the heads of sections in the academic and non-academic fields	DHR	---	2022
	Development of a self-learning tool 'Unconscious Bias in Staff Recruitment,' accessible via the University's intranet web portal.	UEOO	---	2023
<b>Academic mid-level positions</b>				
Target values	Senate resolution in 2020: – Female share of 43% in academic mid-level positions in 2026 – Increase of female share in budget-financed positions (as compared to reference year 2019) – Increase of female share in permanent positions (as compared to reference year 2019)	Executives		2026
Increase of the share of women in application pools	Text composition and presentation of job profiles in job advertisements that appeal to women according to empirical results			2023
	Public information on attractive conditions and support measures for the promotion of women's scientific careers at U Jena (U Jena's website and brochure for young female researchers)		2020	ongoing
	Encouragement of gifted female students to apply for doctoral/postdoctoral positions at faculties with a low proportion of women		2010	
	Gender balanced selection of student participants in the Honours Programme for Future Researchers		2019	
	Equal Opportunity Officer's right to take part in all selection committees for PhD and postdoc scholarships and for membership in the students' Honours Programme for Future Researchers		2000	
	Establishment of permanent academic posts with special capacities at U Jena as an attractive career option for young researchers with family responsibilities in the region		2016	
<b>Professoriate</b>				
Target values for female professors	Female share of (at least) 30% in appointments on a three-year average (resource-bound)	University management	---	2025
	Female share of 28% in the professoriate in 2025			
Active recruitment	Explicit invitation of female scientists in job advertisements to apply for a professoriate	OAA	2007	ongoing
	Defined procedure for the active recruitment of appropriately qualified female scientists to apply for an advertised professorship (as members of the gender underrepresented in the professoriate)	Faculties and OAA	2018	
Third-party funding	50% third-party start-up financing for up to four newly appointed female professors within the 'Female Professor Programme of the Federation and Länder'		2008	
Gender-sensitive	Appointment regulation (amendment 2019): integration of equality-oriented action in all phases of appointment procedures (based on the Senate's revised recommendations for action on equality in appeals from 2009)	University management	2019	

appointment procedures	Personal city tours for female scientists with an appointment at U Jena to support orientation and onboarding with dual career partners and/or family	OAA	2014	
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### Objective HRD 3: Gender-sensitive career advancement

Strategy	Measures	Responsibility	Put into practice	Timeline
<b>Academic and non-academic staff (not including professors)</b>				
Information and training for heads of sections	Brochure and guidelines on the professional execution of the following: <ul style="list-style-type: none"> <li>Annual performance reviews with all employees</li> <li>Annual status reviews with doctoral candidates (binding) for progress monitoring</li> <li>Annual career talks for postdoctoral researchers (binding)</li> </ul>	DHR	2016	ongoing
	Regular training offers for superiors for the gender-appropriate and unbiased execution of annual performance and status reviews and career talks		2017	
	Regular training offers for junior executives '(Re-)thinking staff and team leadership under consideration of gender and diversity aspects' as part of the Graduate Academy's qualification programme		2019	
	Training on unbiased evaluations of professional/academic performance		----	
Training for employees	Regular training offers for employees to successfully conduct the annual performance reviews		2017	ongoing
<b>Non-academic staff</b>				
Review of working conditions	Review of the job descriptions for the University's team assistants in view of pay scale grouping and potential upgrading	DHR		2026
	Development of measures in case of identified need for action due to gender-related workplace discrimination	VPYRDM		2026
Empowerment	Network and topic-related peer mentoring for team assistants	DHR	2009	ongoing
<b>Early career researchers</b>				
Information	Brochure 'Career objective for women professors' with information on support measures, advisory services, and funding opportunities at U Jena	VPYRDM	update 2020	ongoing
	Websites for female doctoral candidates and postdoctoral researchers with information on support measures, advisory services, and funding opportunities at U Jena		2021	
Promotion of career competences (mentoring, training, and coaching)	Rowena Morse Mentoring Programme for advanced female doctoral candidates and early-stage female postdoctoral researchers (group and peer mentoring, programme run in cooperation with the Thuringian universities)		2018	
	Cross-Mentoring Programme for Advanced Female Postdoctoral Researchers (one-to-one-mentoring, programme run within the University Association Halle-Jena-Leipzig)		2013	
	Training on topics that are specially desired and attended by female early career researchers as a regular element of the Graduate Academy's qualification programme	GA	2015	
	Individual coaching for female postdoctoral researchers invited for an interview during an appointment procedure for a professorship	VPYRDM	2020	
Funding	Scholarships for female postdoctoral researchers with scientifically promising research projects for bridging transitional periods in their career paths and enhancing their academic profile (career advancement, career re-entry, career transitions, finalization of the habilitation theses, and sabbatical leaves)	GA	2017	ongoing
	Research funding schemes for female young researchers (Pro Chance Career and Pro Chance Exchange (see Objective R-4))	VPR	2008	

	Funding programmes of the Faculty of Medicine for postdocs with clinical research projects; regulation for gender parity in the awarding of scholarships	Faculty of Medicine	amendment 2018	
	Support for departments with low percentages of women in recruiting female junior research group leaders		---	2026
	Bridging and completion grants for female young researchers experiencing delays in work in the doctoral or habilitation theses due to the coronavirus pandemic	GA	2021	2022
<b>Professoriate</b>				
Empowerment	(Multi-part) coaching offer for newly appointed female professors	VPYRDM	2020	ongoing
	Network 'Stammtisch' for female professors at U Jena	UEOO	2011	

## 2.2.5 THEMATIC AREA RT: GENDER DIMENSION IN RESEARCH AND TEACHING

### Objective RT 1: Promotion of scientific independence and visibility of young female researchers

Strategy	Measures	Responsibility	Put into practice	Timeline
Research funding schemes	'Pro Chance Career': funds for research projects, periods abroad or leaves, conference organization, and the preparation of third-party funding for advanced female postdocs	VPR	2008	ongoing
	'Pro Chance Exchange': programme to promote the scientific exchange, networking, and visibility of female early career researchers		2008	
Pooling of third-party resources for gender equality	'Network for Scientists and Careers Jena' ('Wissenschaftler:innen und Karriere Jena'): coordination office of DFG-coordinated research programmes for a joint implementation of targeted and appropriate measures for the promotion of female young researchers and young researchers with family care responsibilities by pooling programme resources for gender equality	UEOO	2021	

### Objective RT2: 'Gendered innovations'

Strategy	Measures	Responsibility	Put into practice	Timeline
Awareness	U Jena's webpages on 'Gender, Diversity, and Equal Opportunities in Research' with information on the following: <ul style="list-style-type: none"> <li>– Research centres and projects on gender and diversity topics at U Jena</li> <li>– Gender-relevant aspects in project funding</li> <li>– Research networks on gender and diversity-related topics</li> <li>– 'Gendered and diversified innovations': study results, best practices, tools, tutorials, networking opportunities, and contact points for counselling on gendered innovations</li> </ul>	VPYRDM	2020	ongoing
	Topic-related interdisciplinary information offers for researchers (conference, workshops, etc.)			
Competence development	Further development of topic-related advisory competence (Service Centre Research and Transfer, VPYRDM Office)	SFT and VPYRDM		2022/23
	Training offers for researchers on how to take sex, gender and diversity dimensions into account in the R & I cycle	SFT		2022/23
	Special topic-related training offers for young researchers preparing their doctoral theses or postdoctoral qualifications	GA		2022/23

	Exploring possibilities to establish interdisciplinary 'gendered innovation networking' for researchers as a forum for the development of topic-related skills, multidisciplinary exchange, and methodology	VPR, SFT, and VPYRDM		2025
Process support	Routine counselling for all applicants for DFG and EU research project funding on possibilities to integrate the sex and gender dimension in the preparation of their project	SFT		2022/23
	Information on the relevance of sex, gender and diversity aspects for a research project required when applying for the internal research funding schemes for young researchers	VPR		2024

### Objective RT 3: Increase of the share of females in STEM studies (where underrepresented)

Strategy	Measures	Responsibility	Put into practice	Timeline
Motivation via role models	Presentation of female role models in science website 'Women in Science' with profiles of U Jena's female professors (voluntary participation) and periodical addition of newly appointed female professors	VPYRDM		2021
	Ada Lovelace Award for talented female computer science students	FMI	2016	ongoing
Information and training	Continuation of a proven range of measures for pupils to promote study orientation beyond gender stereotypes (annual events: Girls' and Boys' Day, Campus Thuringia Tour, holiday training week 'Physics for female students', etc.)	UEEO and faculties	2008	ongoing
	Collaboration with the 'Thuringian Coordination Office for Science' ('Thüringer Koordinierungsstelle Naturwissenschaften') with a range of targeted support measures for girls with an interest in STEM subjects and female STEM students of the Thuringian universities	UEEO and STEM faculties	1997	ongoing
Empowerment	Mentoring programme 'EMBI' for female first-year students at the Faculty of Mathematics and Computer Science (FMI)	FMI	2016	ongoing
	Regulars' table 'GNOMI' for female students of the Faculty of Mathematics and Computer Science (FMI)			

### Objective RT 4: Gender-equitable academic promotion of students

Strategy	Measures	Responsibility	Put into practice	Timeline
Observation	Sex-specific analyses of teaching evaluations at the level of the individual course and at the level of an entire study programme	VPLT		ongoing
	Online survey on diversity and possible experiences of discrimination in studies	DSA	---	2022
Gender-appropriate promotion of scientific interest	Involvement of the UEEO in the candidate selection of the Honours Programme for Future Researchers (see HRD 2)	GA	2019	ongoing
	Travel grants for outstanding female students to enable their participation in scientific events with their own expert contribution or participation in events that serve to increase scientific qualification	UEEO	2017	

## Objective RT 5: Advancement of gender-appropriate academic teaching and study programme design

Strategy	Measures	Responsibility	Put into practice	Timeline
Conceptual integration of equal opportunities	Implementation of U Jena's 'Strategy 2025 – Teaching': developing measures to achieve defined objectives for learning and teaching with respect to the challenge 'dealing with heterogeneity'	VPLT		2025
	Gender is a thematic focus of the 'Teaching System Accreditation' and part of the evaluation standards for study and teaching, incorporating the following: <ul style="list-style-type: none"> <li>– Gender- and diversity-sensitive design of the discourse on study programme development as one of the principles of evaluation</li> <li>– Gender equity and diversity as one of the guiding questions for the assessment and further development of study and teaching quality ('Handreichung zum Evaluationsprozess im Bereich Studium und Lehre')</li> </ul>	VPLT	2019/20	ongoing
Training, counselling, and information offers	General and subject-related information on gender- and diversity-sensitive didactics and networking opportunity on a dedicated website on U Jena's web portal 'fair.miteinander'	VPYRDM		2021
	Coordinated set of measures of the 'Teacher Training Service Centre' ('Servicestelle LehreLernen') as part of the university didactics qualification: <ul style="list-style-type: none"> <li>– Routine integration of gender and diversity issues in academic didactics in all qualification courses of the 'Teacher Training Service Centre'</li> <li>– Routine handling of gender and diversity aspects in individual didactic counselling of university teachers and analyses of teaching sessions</li> <li>– Training courses on gender- and diversity-appropriate academic didactics for an in-depth examination of the issue (on demand)</li> </ul>	SLL	2008	ongoing
Research	Project: heterogeneity-sensitive teacher training, development and testing of the tool 'Digital Differentiation Matrix' ('Digitale Differenzierungsmatrix'), an individualized learning format for online teaching in higher education	UEOO		2019–23

## Objective RT 6: Integration of gender issues in teaching content

Strategy	Measures	Responsibility	Put into practice	Timeline
Commitment to the unity of research and teaching	Commitment to research and teaching as equal and interdependent components of science; research results on 'gendered innovations' are directly channelled into teaching content	VPLT	1991	ongoing
	Highlighting of subject-specific courses on sex- and gender-related issues, performed as part of curricula of various study programmes in U Jena's course catalogue with the special heading 'Courses in the area of gender and diversity'	TKG	2014	ongoing
	Concept 'Gender competence at school' to be integrated into the curricula (practical semester) of U Jena's teacher training programme	ZLB	2015	2023
	Pilot scheme: interdisciplinary teaching project on discrimination-conscious and diversity-oriented teaching in medicine (funding period from the winter semester 2021/22 to the summer semester 2022). After completion and in case of a positive evaluation of the pilot scheme, a continuation in the teaching practice and an expansion in a larger research cooperation is intended.	Faculty of Medicine	2021/22	as of 2022 (in case of success)
Incentives	'Diversity Meets Science Award' ('Preis Vielfalt trifft Wissenschaft') of the Thuringian universities for outstanding study theses with a gender and diversity perspective; annual calls	TKG	2017	ongoing
	Training on gender and diversity competence for students of all fields of study (announced in the schedule of classes, special heading 'Courses in the area of gender and diversity')	VPYRDM	---	2022/23
Legal regulation	Integration of gender medicine as part of medical studies (coalition agreement 2021–2025 by SPD, Bündnis 90/Grüne, FDP)	VPLT	---	2025

## 2.2.6 THEMATIC AREA D: PROTECTION AGAINST ANY FORM OF DISCRIMINATION, HARASSMENT, AND VIOLENCE

### Objective D 1: Public declaration and dissemination of the University's stance 'zero tolerance'

Strategy	Measures	Responsibility	Put into practice	Timeline
Self-commitment	U Jena's declaration and self-commitment to the protection of all university members against discrimination in the University's Constitution and Mission Statement, based on the Senate's resolutions	Senate	2019/2021	ongoing
	Development of a Senate Directive on protection against discrimination, harassment, and violence for all students, employees, associates, and guests of U Jena	VPYRDM	in prep.	2022
Information on U Jena's stance accessible and provided to all university members	Dissemination of the Senate Directive on protection against discrimination, harassment, and violence: provided to all current university members and to new members upon study admission or the hiring of an employee	DHR and DSA		2023
	Web page 'Appreciative Behaviour and Protection from Discrimination': public provision of information on U Jena's commitment and directive, contact points for counselling in case of experienced or observed discrimination, and further legal regulations for protection against discrimination; located on the U Jena's web portal	VPYRDM		2021
	Detailed information on the principles of discrimination counselling on the Diversity Office's website	DO	2020	ongoing

### Objective D 2: Prevention

Strategy	Measures	Responsibility	Put into practice	Timeline
Awareness and information	Information events (panel discussions, talks, and workshops) on issues of fairness and (sexualized) discrimination, harassment, and violence, including:	VPYRDM	2019	ongoing
	– Annual 'Respect' theme week with information and training offers at U Jena (as of 2019)			
– 'Digital violence against women' theme day (2022)				
Training of social skills	Training offers for students and staff (e.g. on appreciative communication, conflict management, gender, and diversity competence)			
Empowerment training	Regular empowerment training offers for students and staff, including:	VPYRDM, EOO, and DO		
	– Dealing with sexual harassment, discrimination, and violence in studies and at work – Countering hate speech – Dealing with bullying – Self-defence courses for women (University Sports Department)			
Infrastructure safety	Security service in central lecture halls and office buildings (24 hours from Monday to Sunday)	Chancellor	2000	ongoing
	Establishment of all-gender bathrooms		2017	stepwise
	Recommendations for the recording of gender diversity in university administration at Thuringian universities (in cooperation with the Thuringian universities)	VYRDM and DO	---	2022/23

### Objective D 3: Amendment of consulting and complaint management in cases of (sexual) discrimination, harassment, and violence

Strategy	Measures	Responsibility	Put into practice	Timeline
Adoption of a procedural regulation	Amendment of the consultation and complaint procedure in the event of discrimination with extension to all members of U Jena in the framework of the Senate Directive on protection against discrimination, harassment, and violence	VPYRDM	in prep.	2022/23
Low-threshold services for reporting and counselling	Increasing the visibility of an online reporting form, established in 2021, for experienced or observed discrimination or unfairness at U Jena (with the possibility of anonymous reporting)	DO	2021	2022/23
	Expansion and university-wide publicity of a network of low-threshold contact points for personal counselling in cases of gender-based discrimination, violence, and (sexual) harassment: <ul style="list-style-type: none"> <li>▪ University's equal opportunity officers and the equal opportunity officers of the faculties and target groups as main advisors</li> <li>▪ Further trained contact points for different target groups (service points, ombudspersons, and representatives of interests)</li> </ul>	E00 and VPYRDM		1994, ongoing 2022
Complaints commission	Establishment of a complaints commission and management			2022/23

### Objective D 4: Knowledge and skill development

Strategy	Measures	Responsibility	Put into practice	Timeline
Training	Regular training offers on the basics and needs-related issues of discrimination-related counselling for counsellors	VPYRDM	---	2022/23
	Regular training offers on the basics and needs-related issues of discrimination-related complaints management for members of the complaints commission			ongoing
	Establishment of an anti-discrimination forum for the exchange of information and experience between consultants and commission members			2023 ongoing
Knowledge generation	Online surveys on issues of gender equality, diversity, gender impact in diversity settings, and experienced or observed discrimination at the University for students and staff, with subsequent result-related development of measures			survey 2022/23

### 3. MANDATORY PROCESS-RELATED REQUIREMENTS

#### 3.1 PUBLIC DOCUMENT

The Friedrich Schiller University Jena officially declared its commitment to gender equality with the Senate's decision to implement the Gender Mainstreaming Strategy at the University in 2011 and laid the foundations for consistent gender equality work with the development and implementation of a Gender Equality Strategy and Monitoring in 2012. This commitment and work continue unabated. Since then, the strategy has been continuously developed on the basis of the results of internal monitoring and external evaluations. The Horizon Europe Gender Equality Plan 2021–2026 (GEP) presents the current status of the University's gender equality strategy in consideration of the Horizon Europe GEP guidelines.

The GEP has been approved by the Executive Board, signed by the Vice-President for Young Researchers and Diversity Management, and is publicly available on the University's website "fair.miteinander" under the heading 'Gender Equality - Management' (<https://www.uni-jena.de/universitaet/gleichstellung+und+diversitaet/gleichstellung/vpwn-gleichstellung>).

#### 3.2 DEDICATED RESOURCES AND EXPERTISE

To enable the successful and sustainable implementation of the Gender Equality Strategy, U Jena regularly provides staff and material budgetary resources for the funding of gender equality-related structures, expertise, measures, and collaborations.

Furthermore, the University has been attracting third-party funding from the federal government for the implementation of additional measures to promote gender equality in the academic sector since 2008 (current funding period until 2024).

#### 3.3 DATA COLLECTION AND MONITORING

Data on students and staff has been regularly collected on a sex-differentiated (binary) basis since 20XX. On this basis, the University's Gender Equality Strategy was implemented in combination with a gender monitoring system in 2012. The monitoring system defines quantitative key figures and/or qualitative indicators to record the status of individual strategic objectives. Regular monitor reports provide information on the status and development of the strategic performance since 2012/2013. Compilations of key performance figures reflecting the status of gender equality among students and staff are published on the website, presenting U Jena's gender equality management (<https://www.uni-jena.de/fairmiteinander>).

The set of key figures provides information on the relative proportions of men and women in studies and graduation, scientific qualification and degrees, staff, academic appointments, and steering boards and committees.



<b>BOX 2: Key figures considering the proportion of men and women in five academic action fields</b>	
<b>STUDIES</b> <ul style="list-style-type: none"> <li>▪ Total number of students</li> <li>▪ Students in first semester</li> <li>▪ Total graduates</li> <li>▪ Graduates with bachelor's degrees</li> <li>▪ Graduates with master's degrees</li> </ul>	<b>YOUNG RESEARCHERS</b> <ul style="list-style-type: none"> <li>▪ Doctoral candidates</li> <li>▪ Doctoral degrees</li> <li>▪ Habilitation degrees</li> </ul>
<b>STAFF</b> <ul style="list-style-type: none"> <li>▪ Total academic staff (main occupation)</li> <li>▪ Professors</li> <li>▪ Staff in mid-level positions</li> <li>▪ Staff in mid-level positions with a doctorate</li> <li>▪ Staff in mid-level positions without a doctorate</li> <li>▪ Staff in mid-level full-time positions</li> <li>▪ Staff in mid-level temporary positions</li> <li>▪ Research assistants</li> </ul>	<b>APPOINTMENTS</b> <ul style="list-style-type: none"> <li>▪ Applications</li> <li>▪ Calls</li> <li>▪ Appointments</li> <li>▪ Glass ceiling index</li> </ul>
	<b>BOARDS AND COMMITTEES</b> <ul style="list-style-type: none"> <li>▪ Executive Board</li> <li>▪ University Supervisory Board</li> <li>▪ Faculty Councils</li> <li>▪ Deans</li> </ul>

In 2019, data collection on gender was extended by the options 'diverse' ('divers') and 'not specified' ('ohne Angabe'). Due to the currently very small number of students and staff members with non-binary gender, the people concerned are not yet shown separately in the public statistics for data protection reasons, but are currently assigned to the male gender on a tentative basis.

To obtain further knowledge on intersectional relations between gender and other individual or social features at U Jena, one survey each for students and staff on diversity and social discrimination issues will be prepared to be implemented in 2022. A gender impact assessment in diversity contexts will constitute a dimension of data analysis (see Objective O 2).

The monitoring results provide the key basis for the further development of U Jena's Gender Equality Strategy.

### 3.4 TRAINING

U Jena offers training and personal advice for the promotion of gender equality at the University in every thematic area. Training offers are partly cross-target group and partly tailored to specific target group services. The training offers are listed in the presentation of measures carried out in the individual thematic areas.

As part of their cooperation in the 'Thuringian Competence Network for Equal Opportunities' ('Thüringer Kompetenznetzwerk Gleichstellung'), the Thuringian universities additionally offer continuing training on topics relevant to the promotion of gender equality for the equal opportunity officers, heads of sections, female young researchers, and female STEM students.

## LIST OF ABBREVIATIONS

<b>ABBREVIATION</b>	<b>SECTION</b>
C&M	Communication and Marketing
DCS	Dual Career Service
DHR	Division 5 - Human Resources
DO	Diversity Officer
DSA	Division 1 – Student Affairs
EOO	Equal Opportunity Officer (for faculties, students, technology, and administration)
FMI	Faculty of Mathematics and Computer Science
FO	Family Office 'JuniFamilie'
GA	Graduate Academy
IO	International Office
OAA	Office for Academic Appointments
SFT	Service Centre Research and Training
SRC	Staff Representative Council
SSLL	Teacher Training Service Centre ('Servicestelle LehreLernen')
TKG	Thuringian Competence Network for Equal Opportunities ('Thüringer Kompetenznetzwerk Gleichstellung')
UEOO	University Equal Opportunity Officer
VPR	Vice-President for Research
VPLT	Vice-President for Learning and Teaching
VPYRDM	Vice-President for Young Researchers and Diversity Management
ZLB	Centre for Teacher Training and Educational Research

- <sup>1</sup> Universitäten bundesweit (einschl. Medizin) · *Universities in Germany* (incl. Medicine). Quellen/Sources: Destatis 2021, Fachserie 11, Reihe 4.4., Personal an Hochschulen, Tab. 1 / Destatis 2021, Fachserie 11, Reihe 4.1., Studierende an Hochschulen, Tab. 2 / Destatis 2021, Fachserie 11, Reihe 4.2. Prüfungen an Hochschulen, Tab. 2. / Destatis 2021, Statistik der Promovierenden, Tab. 1.
  - <sup>2</sup> Personal an den Fakultäten der Universität Jena, ohne Universitätsverwaltung, einschließlich beurlaubte Personen, Stichtag: 1.12.2020 · *Staff at the faculties of the University of Jena, excluding university administration, including those on leave of absence*, Reference date: 1.12.2020.
  - <sup>3</sup> Einschließlich gemeinsam berufene Professor/innen, ohne Vertretungsprofessuren. · *Including jointly appointed professors, excluding interim professors*.
  - <sup>4</sup> Glass-Ceiling-Index: Frauenanteil am gesamten wissenschaftlichen Personal bezogen auf den Frauenanteil an den Professuren. Ist der GCI=1 sind Frauen und Männer in der jeweiligen Beschäftigungsebene gleichermaßen repräsentiert. Je weiter der GCI-Wert den Idealwert 1 überschreitet, desto stärker ist die Gläserne Decke. · *Proportion of women in the total scientific staff relative to the proportion of women in professorships. For GCI=1, women and men are equally represented at the respective employment level. The further the GCI value exceeds the value of 1, the stronger the glass ceiling*.
  - <sup>5</sup> In grundständigen Studiengängen. · *In undergraduate/basic programs*.
  - <sup>6</sup> Wintersemester 2020/21. · *Winter semester 2020/21*.
  - <sup>7</sup> Prüfungsjahr 2020 (Wintersemester 2020/21 und Sommersemester 2020). · *Examination year 2020 (winter semester 2020/2021 and summer semester 2020)*.
  - <sup>8</sup> Anzahl Personen gemeldet im Doc-In., Stichtag 1.12.2020. · *Number of persons registered in Doc-In. Reference date 1.12.2020*.
  - <sup>9</sup> Kalenderjahre 2018 bis 2020. · *Kalender years 2018 to 2020*.
  - <sup>10</sup> Quelle/Source: Destatis 2021, Bildung und Kultur, Statistik der Habilitationen, <https://www-genesis.destatis.de/genesis/online?sequenz=tabelleErgebnis&selectionname=21351-0001#abreadcrumb>.
  - <sup>11</sup> Universitäten und gleichgestellte Hochschulen. · *Universities and equivalent*. Quelle/ Source: GWK (2021), Chancengleichheit in Wissenschaft und Forschung, 25. Fortschreibung des Datenmaterials (2019/2020) zu Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen.
  - <sup>12</sup> Bewerbungen bezogen auf die Ruferteilungen 2020. · *Applications related to calls in 2020*.
  - <sup>13</sup> Ernennungen bezogen auf die Ruferteilungen aktuelles und vorangegangenes Berichtsjahr. · *Appointments related to calls in the current and the previous year*.
  - <sup>14</sup> Glass-Ceiling-Index: Frauenanteil bei Ruferteilungen (auf W1, W2, W3 Professuren) bezogen auf Frauenanteil bei Bewerbungen. · *Proportion of women in call assignments (to W1, W2, W3 professorships) in relation to proportion of women in applications*.
- k.A.: keine Angabe · *Information is not available*.

- \* Personen mit den Geschlechtsangabe „divers“ und „ohne Angabe“ werden vom Statistischen Bundesamt (Destatis) in Geheimhaltungsfällen per Zufallsprinzip dem männlichen oder weiblichen Geschlecht zugeordnet. In der Studierendenstatistik der Universität Jena werden Personen mit dem Geschlecht „divers“ oder „ohne Angabe“ aus Geheimhaltungsgründen zu den männlichen Studierenden gezählt. · *Persons with gender "diverse" and "without indication" are randomly assigned to the male or female gender by the federal statistical office (Destatis). In the Studierendenstatistik of the University of Jena, persons with the gender "diverse" or "without indication" are counted as male students for reason of confidentiality*.

## KONTAKT

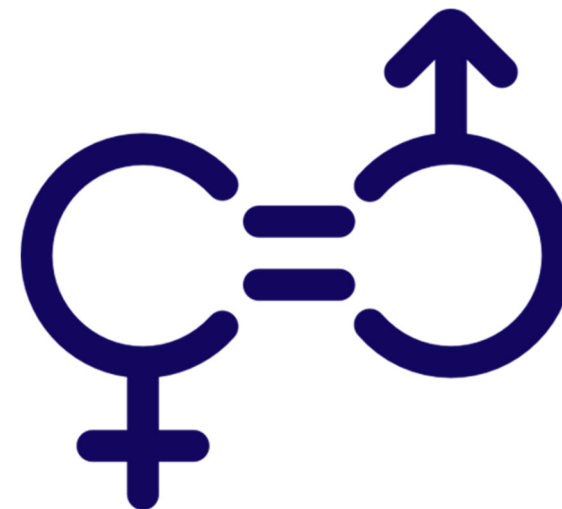
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## GLEICHSTELLUNG IM BLICK

*Factsheet: Gender Equality*

2020

## PERSONAL · STAFF

	FSU gesamt · FSU total	Ohne Medizin · excl. Medicine	Deutsch- land <sup>1)</sup> · Germany <sup>1)</sup>
Vollzeitäquivalente (VZÄ) <sup>2)</sup> · Full time equivalents (FTE) <sup>2)</sup>			
Hauptamtliches wissen- schaftl. Personal · academic staff (main occupation)	2 983	1 579	220 740
weiblich · female	43,3%	35,4%	42,0%
männlich* · male*	56,6%	64,6%	58,0%
Professuren <sup>3)</sup> · Professors <sup>3)</sup>	360	277	25 186
weiblich · female	23,4%	24,3%	26,1%
männlich* · male*	76,6%	75,7%	73,9%
Wiss. Mittelbau · mid level positions	2 622	1 302	195 554
weiblich · female	46,1%	37,7%	44,0%
männlich* · male*	53,9%	62,3%	56,0%
Wiss. Mittelbau, promoviert mid level positions, with doc- torate	1 263	539	k.A.
weiblich · female	44,5%	35,1%	-
männlich* · male*	55,4%	64,9%	-
Wiss. Mittelbau, nicht- promoviert · mid level posi- tions, without doctorate	1 359	763	k.A.
weiblich · female	47,5%	39,5%	-
männlich* · male*	52,5%	60,5%	-
Wiss. Mittelbau, Anteil Voll- zeitbeschäftigte in % (VZÄ) · mid level fulltime positions in % (FTE)	60,3% (1 581)	48,6% (632)	k.A.
weiblich · female	53,5%	41,9%	-
männlich* · male*	66,1%	52,6%	-
Wiss. Mittelbau, Anteil be- fristet beschäftigt in % (VZÄ) · mid level temporary posi- tions in % (FTE)	76,9% (2 016)	85,8% (1 116)	k.A.
weiblich · female	79,1%	87,2%	-
männliche* · male*	75,0%	84,9%	-
Student. und wiss. Hilfskräf- te · research assistants	224	164	35 999
weiblich · female	56,7%	53,0%	50,9%
männlich* · male*	43,3%	47,0%	49,1%
GCI gesamt <sup>4)</sup> · GCI total <sup>4)</sup>	1,85	1,45	1,61

## STUDIUM UND LEHRE · STUDYING

	FSU gesamt · FSU total	Ohne Medizin · excl. Medicine	Deutsch- land <sup>1)</sup> · Germany <sup>1)</sup>
Studierende <sup>5)6)</sup> · stu- dents <sup>5)6)</sup>	16 220	13 738	1 751 960
weiblich · female	55,9%	54,0%	51,7%
männlich* · male*	44,1%	46,0%	48,3%
Studierende 1. FS <sup>5)6)</sup> · students in 1st subject- related semester <sup>5)6)</sup>	4 229	3 875	402 395
weiblich · female	54,9%	53,9%	54,0%
männlich* · male*	45,1%	46,1%	46,0%
Bachelor-Absolvent/- innen <sup>7)</sup> · Bachelor Graduates <sup>7)</sup>	756	756	95 716
weiblich · female	58,1%	58,1%	52,6%
männlich* · male*	41,9%	41,9%	47,4%
Master-Absolvent/- innen <sup>7)</sup> · Master Graduates <sup>7)</sup>	915	895	87 227
weiblich · female	57,3%	57,5%	46,7%
männlich* · male*	42,7%	42,5%	53,3%
Absolvent/-innen (gesamt) <sup>5)7)</sup> · Graduates (total) <sup>5)7)</sup>	2 423	2 085	247 881
weiblich · female	58,1%	57,3%	54,4%
männlich* · male*	41,9%	42,7%	45,6%

## GREMIEN · BOARDS AND COMMITTEES

	weiblich · female	männlich · male
Präsidium · Executive Board	20,0%	80,0%
Senat · Senate	34,8%	65,2%
Universitätsrat · University Supervi- sory Board	50,0%	50,0%
Dekanatsleitungen · Deans	30,0%	70,0%
Fakultätsräte · Faculty Councils	33,9%	66,1%

## NACHWUCHS · YOUNG RESEARCHERS

	FSU gesamt · FSU total	Ohne Medizin · excl. Medicine	Deutsch- land <sup>1)</sup> · Germa- ny <sup>1)</sup>
Promovierende <sup>8)</sup> · doc- toral candidates <sup>8)</sup>	3 723	2 420	190 021
weiblich · female	51,2%	43,8%	46,9%
männlich* · male*	48,7%	56,0%	53,1%
divers, keine Angabe	0,1%	k.A.	k.A.
Promotionen <sup>9)</sup> · doctoral degrees <sup>9)</sup>	486	315	26 220
weiblich · female	44,2%	36,5%	45,1%
männlich* · male*	55,8%	63,5%	54,9%
Habilitationen <sup>9)10)</sup> · habili- tation <sup>9)10)</sup>	84	43	4 580
weiblich · female	29,8%	30,2%	32,9%
männlich · male	70,2%	69,8%	67,1%

## BERUFUNGEN · APPOINTMENTS

	FSU gesamt · FSU total	Ohne Medizin · excl. Medicine	Deutsch- land <sup>1)</sup> · Germa- ny <sup>1)</sup>
Bewerbungen <sup>11)12)</sup> · appli- cations <sup>11)12)</sup>	909	821	44 725
weiblich · female	25,3%	25,1%	28,6%
männlich · male	74,7%	74,9%	71,4%
Rufe <sup>11)</sup> · calls <sup>11)</sup>	40	30	2 011
weiblich · female	37,5%	40,0%	39,6%
männlich · male	62,5%	60,0%	60,4%
Ernennungen <sup>11)13)</sup> · ap- pointments <sup>11)13)</sup>	17	15	822
weiblich · female	41,2%	40,0%	38,0%
männlich · male	58,8%	60,0%	62,0%
GCI gesamt <sup>11)14)</sup> · GCI total <sup>11)14)</sup>	0,67	0,63	0,72
GCI, W1	0,97	0,82	0,70
GCI, W2	0,68	0,73	0,71
GCI, W3	0,65	0,55	0,74